

KOZL-TV, KRBK
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Manager III	1, 3, 5-17, 19-20	8
Promotions Producer	1, 3-7, 9, 11-17, 19-20	4
News Anchor III	1, 3, 5, 7-9, 11-17, 19-20	8
Executive Producer	1, 3, 5-17, 19-20	8
News Director III	1, 3, 5, 7-9, 11-17, 19-20	15
Multi-Media Sales Executive	1-3, 5-6, 9-17, 19-20	15
Multi-Media Sales Executive	1-3, 5-6, 9-17, 19-20	2
Multi-Media Sales Executive	1-3, 5-6, 9-17, 19-20	15
Multi-Media Sales Executive	1-3, 5-6, 9-17, 19-20	15
Local Sales Manager III	1, 3, 7, 9-20	15
Lifestyle Producer	1, 3, 5-9, 11-17, 19-20	6
News Producer I	1, 3, 5, 7-9, 11-17, 19-20	8
Digital Producer	1, 3, 8-9, 11-17, 19-20	8
News Producer	1, 3, 6, 8-17, 19-20	6
Reporter/MMJ	1, 3, 5-7, 9-17, 19-20	15
Assistant News Director	1, 3, 5, 8-17, 19-20	10
Sales Assistant	1, 3, 5, 7-9, 11-17, 19-20	15
Multi-Media Sales Executive	1, 3, 5, 7-9, 11-17, 19-20	15
Multi-Media Sales Executive	1, 3, 5, 7-9, 11-17, 19-20	15
Integrated Digital Specialist	1, 3, 5, 7-9, 11-17, 19-20	15
Newscast Director I	1, 3, 5-17, 19-20	8
Multi-Media Sales Executive	1, 3, 5, 7, 9, 11-17, 19-20	15
News Producer I	1, 3, 7, 9-17, 19-20	10
News Anchor	1, 3, 5, 7-17, 19-20	8

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com, and LinkedIn. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

RS #18 is a paid source and disseminated only to one (1) specialized upper-level position.

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News Producer	1, 3-4, 6, 9, 11-17, 19-20	4
Digital News Producer	1, 3, 6, 9-17, 19-20	6
Reporter-MMJ	1, 3, 5-6, 9-13, 15-17, 19-20	10
Reporter-MMJ	1, 3, 5-6, 9-13, 15-17, 19-20	6
HR Business Administrator	1, 3, 5-7, 9, 11-17, 19-20	6
News Photographer	1-3, 5-7, 9-17, 19-20	15
Sales Assistant	1, 3, 5, 7, 9, 11-17, 19-20	15
Digital Reporter	1, 3, 5-7, 9-17, 19-20	6
Creative Services Producer	1, 3, 5, 7, 9, 11-17, 19-20	15
Anchor/Reporter	1, 3, 5, 7-17, 19-20	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Broadcast Employment Services (TVjobs.com) PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
2	CareerBuilder.com	N	2
3	College of the Ozarks 100 Opportunity Avenue Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : http://www.cofo.edu/cofoSites/Page/Career-Center/Welcome.700.html Email : jfreeman@cofo.edu Jim Freeman	N	0
4	Educational Institution	N	2
5	Handshake P.O. BOX 40770 San Francisco, California 94140 Garrett Lord Manual Posting	N	0
6	Indeed.com	N	21
7	Internal Bulletin Board 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Tara Walker Manual Posting	N	0
8	Internal Promotion	N	18
9	Lindenwood University 209 S.Kingshighway St. St. Charles, Missouri 63301 Phone : (636) 949-2000 Url : https://app.joinhandshake.com Email : careerdevelopment@lindenwood.edu Shannon Wright	N	0
10	Linked In	N	29

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : THarper@mbaweb.org Terry Harper	N	0
12	Missouri Job Center 2900 E. Sunshine Springfield, Missouri 65804 Phone : 417-841-3345 Url : www.springfieldmo.gov/careercenter Email : ccollins@springfieldmo.gov Cynthia Collins	N	0
13	Missouri Southern State University Career Services 3950 E. Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : https://www.myinterfase.com/mssu/employer/ Email : hirealion@mssu.edu Alex Gandy	N	0
14	NAACP of Springfield POB 8983 Springfield, Missouri 65801 Phone : 417-873-6386 Url : http://www.naacpspringfieldmo.org/ Email : info@naacpspringfieldmo.org Cheryl Clay	N	0
15	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	34
16	Ozarks Technical Community College 1001 E. Chestnut Expressway Springfield, Missouri 65802 Phone : 417-447-6910 Email : careerservices@otc.edu Mackenzie Steelman-Wilson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	OzarksFirst.com (station website) 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Stacy Boysen-Krauk Manual Posting	N	0
18	Spots n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 X 705 Url : spotsndots.com Advertising Sales Manual Posting	N	0
19	Springfield Area Chamber of Commerce 202 S. John Q Hammons Parkway Springfield, Missouri 65806 Phone : 417-862-5567 Url : http://www.springfieldchamber.com/ Carol Wright Pryor Manual Posting	N	0
20	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			106

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Missouri Career Center, a general, non vacancy-specific job bank, and to the Missouri Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Program Manager/EEO Coordinator
2	3/9/2022	Participation in Job Fairs	The SEU participated at the College of the Ozarks Spring, In-Person Career Expo. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Chief Engineer
3	3/30/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers at the University of Central Missouri. They spoke about career decisions and job requirements.	2	Creative Services Director Promotions
4	4/12/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers to a Missouri State University journalism class that came to the station. They spoke about career decisions and job requirements.	3	News Director Executive Producer Anchor
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The SEU hosted one (1) intern from the College of the Ozarks, one (1) intern from Syracuse University, and one (1) intern from Southwest Baptist University during the 2022 Summer Semester.</p>	13	News Director News Producer News Assignment Editor News Producer
6	9/13/2022	Provision of training to management	The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	10	VP/GM Director of Sales Senior Director Business Administrator/ Human Resources

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III. RECRUITMENT INITIATIVES

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7	9/28/2022	Participation in Job Fairs	The SEU participated at the College of the Ozarks Career Expo. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Creative Services Director